

There Is a Need for Fitness Standards and Testing For the Florida Department of Environmental Protection, Division of Law Enforcement: Are We Ready?

Biagio Angiuli

Abstract

The lack of a viable physical fitness policy and/or standard is a growing issue in the Department of Environmental Protection (DEP), Division of Law Enforcement (DLE). In this work the author has introduced the current physical fitness policy for DEP. An example is given, from the author's personal experience, of why current policy is ineffective. Benefits and reasons why a physical fitness policy and/or standard are needed are discussed. An example of an agency policy that has been effective is given with discussion as to why it was effective. Explained are results of a survey sent to approximately 160 DEP, DLE, members. The survey was an attempt to determine how members feel about a yearly physical fitness test, equitable fitness policy and by what means one should be implemented. Discussed are results of the online survey and possible solutions to the introduction of a viable fitness policy for DEP's future.

Introduction

In the past the Department of Environmental Protection (DEP), Division of Law Enforcement (DLE), used the Cooper standard of physical fitness to evaluate its members before hiring and continually every two years after being hired. Currently the physical agilities test given during the hiring process is all that is required of members to show fitness for law enforcement duty and there is no standard for maintenance of physical fitness or ability beyond the hiring process.

As a first line supervisor for the DLE, I have experience with what should have been a priority issue with a subordinate who was physically unable to perform the duties of a law enforcement officer but was allowed to continue employment until retirement. Reasoning behind the continued employment was that there were, at the time and to this day, no fitness requirements for job retention after employment. In today's litigious society this should have been a red flag for the division.

The questions I will attempt to answer are:

- Why should the division attempt implementation of physical fitness standards?
- Can the division implement mandatory physical fitness standards?
- By what method should the division implement physical fitness standards?
- How are other law enforcement agencies successful in implementing physical fitness standards?

Literature Review

The Department of Environmental Protection (DEP), Division of Law Enforcement (DLE) (2001), General Order 2-7, Fitness, has a stated purpose to assist members in the development and maintenance of their physical and mental fitness and readiness to perform. Policy then states that it is the responsibility of the members to develop and maintain their physical fitness so that they are able to perform the duties of their position. The duties required of their positions are stated in the individual job descriptions but there is no correlation to the necessity of being physically fit. The definitions section of our general order lists definitions for fitness, aerobic capacity, flexibility, dynamic strength, absolute strength, and cardiovascular endurance but with no measurement device or guidance as to what is or is not acceptable performance in any of the above named areas. Vague, general statements are made in the discussion section which states substantially that members are expected to maintain the physical fitness required to sustain both aerobic capacity and strength necessary to carry out the duties and responsibilities of their position. Further stated is that each member should voluntarily participate in a fitness program based on a fitness prescription developed through an assessment or recommended by a physician. The only requirement is that recruits to the division submit to a mandatory fitness assessment test.

Under the procedures section of the general order is listed the ability for members to use their assigned vehicles for travel to and from an exercise facility. The types of facilities allowed are stated as health clubs, fitness centers, and gymnasiums with procedures too restrictive with reference to distance, time spent at a facility, and time of day. There are so many forms of physical fitness opportunities that are excluded by the above statement. (DEP, DLE, 2001).

Mental fitness is addressed stating that the division is committed to a program of stress management and further that supervisors have an obligation to monitor and promote the wellness of their subordinates. At the end of our general order under a subsection titled Fitness for Duty it is stated, "The division director may require a member to submit to a medical examination to determine fitness for duty if he/she is unable to perform his/her duties in a competent, professional, and courteous manner as a result of physical illness, psychological illness, emotional illness, physical condition or injury". In this document I will share a personal experience I had as a supervisor of a member, in my opinion, not qualified for duty. (DEP, DLE, 2001).

September 2000

One of the first supervisory inquiries I had to complete in reference to one of my subordinates came from a retired law enforcement officer. This retired officer, a visitor to one of our state parks, was seen entering into a no trespassing area headed for the beach. The area was accessible only by foot. The officer who witnessed this violation was one that, as a supervisor, I had concerns about. The officer was overweight, a smoker, and in extremely poor physical condition.

The officer confronted the visitor and was escorting him, on foot, back to his vehicle to retrieve his identification. According to the complainant the two of them had to stop three times in a distance of about 75 yards for the officer to catch his breath before continuing.

At the time I was a firearms instructor and had documented the officer's poor physical condition and inability to perform under moderate stress. In the past this officer used notes from their personal physician, which excused the officer from physical training activities then when training completed returned with notes stating fitness for duty. My immediate supervisor, who was also concerned about this officer's poor physical condition, mailed a copy of our job description to the physician who insisted this officer was fit for duty as a law enforcement officer according to the job description.

Concerned for the officer's safety and that of the public I took the matter further up the chain of command, speaking to the major in charge of training and recruitment. It was explained to me that while there is a physical abilities test for perspective officers there are no enforceable standards for officers in the field. Thankfully the officer reached retirement without incident. And herein lies the quest.

Why is fitness so important?

The single most important piece of equipment that a law enforcement officer takes into the field daily is the human body. Law enforcement officers use their hands, arms, legs, chest, shoulders and minds to perform hundreds of tasks daily. Being in good physical and mental shape will make the job easier and could someday save a life. Our bodies must be well maintained, as any other piece of police equipment should. (Monster Swat Monkey Police Officer Blog, 2006).

It is not enough for law enforcement officers to exercise. Law enforcement officer physical fitness training should be job related in nature. Many physically fit officers follow routines that have little or no on the job related performance benefits. Jogging is a great way to develop aerobic fitness but is not very helpful in improvement of anaerobic fitness. The majority of law enforcement related physical tasks are anaerobic, high intensity and short in duration, such as fighting and sprinting. Development of anaerobic fitness will reduce the chance of being winded during a fight or sprint effort and could save his/her life. One type of exercise may have a negative affect on performance is bodybuilding. Bodybuilding or heavy weight training may cause a negative impact in the body's strength-to-weight ratio. For example, if bodybuilding exercise caused a 20 pound increase in muscle mass it does not mean that the bodybuilder has gained the equal strength to move the extra mass making jumping, running, and changing body positions more difficult. Gender differences must also be factored in to police fitness standards to address physiological and structural differences. The important concept is your body adapts to specific training. Specific training produces specific results and the results may not have a positive impact on job performance. (DiNaso, 2006).

Studies

A 40-year study, from 1950 to 1990, shows the average life expectancy of a male police officer in the United States is 66 years and states that law enforcement professionals should establish life long wellness routines. (Shell, 2005).

The body mass index (BMI) is a tool used to determine excess body weight in relation to height. BMI is a potential indicator of hypertension, diabetes and some forms of cancer. Between 60 to 65 percent of the general population is considered overweight or obese. 75 law enforcement executives and other professionals participated in a questionnaire that included a BMI exercise. The BMI indicated that 80 percent of those who responded were categorized as overweight and a third as obese. (Shell, 2005).

Research also shows 53 stressors associated with police work. Some are: heart disease, hypertension, diabetes, heart attack, obesity, arthritis, ulcers, cancer, depression, suicide, and alcoholism. The costs, to law enforcement agencies, of illness and disease after adding expenses for injuries are beyond calculation. However, many “modifiable risk factors” or health conditions and related costs that can be affected are heart diseases at \$183 billion, cancer at \$157 billion, diabetes at \$100 billion and arthritis at \$65 billion. (Shell, 2005).

Training academies incorporate hours of physical fitness training into their programs but, states Shell, the training may have no guidance or standards relevant to current exercise science and sometimes has no link to job related physical fitness skills. Some law enforcement agencies are dropping fitness standards all together due to lawsuits. Agency leaders must participate in the wellness programs adopted by their organizations for employees to embrace them as well. Proper research identifying the needs of the particular agency should be conducted prior to implementation of any program or you run the risk of failure. Employee interest must be generated to overcome groups that oppose fitness standards. (Shell, 2005).

To initiate and manage physical fitness and wellness training an agency should employ a physical fitness trainer to develop lifelong wellness plans. The physical fitness goals should correspond with physically demanding training such as defensive tactics, felony stops, firearms and other physical demands of law enforcement. Screening and testing programs should be adopted. By investing in wellness programs for the law enforcement officers now, agencies can ensure better life expectancy for the officer's future and the agencies can save money on the costs of sickness or injury later. By creating a team of personnel from human resources, agency physician, union representatives, physical trainers and training academy directors agencies can develop a program that matches the physical demands on the body with job duties. (Shell, 2005).

An (Iowa State University [ISU], 1998) study shows that state law enforcement officers have a higher risk of heart disease than the general public. Job stress, rotating schedules, and poor eating habits of the Iowa State Patrol and other state law enforcement groups, contribute to having a higher rate of heart attacks, strokes, hypertension and other forms of cardiovascular disease.

Franke states, "In this group of law enforcement officers, work poses a greater risk of heart disease than smoking or high blood pressure and poses about the same risk as diabetes or high cholesterol levels." ISU researchers compared the rate of cardiovascular disease and risk factors of 232 retired, male, law enforcement officers age 55 and older with 817 males, of the same age group, from Iowa's general population. The law enforcement rate of heart attack, stroke, coronary surgery and other heart related conditions were 31.5 percent versus the general population's results of 18.4 percent. When cardiovascular disease risk factors such as diabetes, high cholesterol and smoking were eliminated, law enforcement officers were nearly two and one half times more likely to have heart problems than the general public. The Iowa Department of Public Safety phased in a fitness policy beginning, in 1997, as voluntary then mandatory after six years. (Franke, 1998)

The Iowa Department of Public Safety maintains that a physically fit force decreases the use of sick leave, boosts moral, reduces stress and helps officers cope with the many demands placed on them in today's society. ISU law enforcement officers have biennial fitness tests and are expected to meet their agency standards. Performance evaluations will show if an officer has met their department fitness standards. ISU assisted in the development of the Law Enforcement and Development (LEAD) program which includes ways to identify and minimize stress, training programs to increase the overall health of their officers and 24 hour critical incident and crisis aid for agency personnel and their families. (Franke, 1998).

Few in law enforcement disagree that physical fitness is necessary for the safe and effective performance of certain job functions. The difficult question is how fit do officers need to be? For 30 years, Thomas R. Collingwood, Robert Hoffman, and Jay Smith (2004), fitness experts, have been involved in establishing fitness programs and standards for hundreds of local, state and federal agencies. Uniform Guidelines for Employee Selection Tests 1 require that, to be valid, physical fitness tests, standards, and programs must be job related. Through fifteen years of data collection it is documented that fitness areas such as aerobic and anaerobic power, strength, flexibility, explosive power, and agility underlie specific task performance. Conclusions are supported by data collected from 34 physical performance standards. Validation was performed on more than 5500 officers representing 75 federal, state, and local law enforcement agencies. Standardized Validation Study Method was designed to assess the accuracy of a fitness test as a prediction of their ability to perform physical job tasks. Results from the validation studies suggest which fitness areas are predictive of safe and effective performance. Physical task ratings to determine both frequency and criticality of physical tasks were determined. The data obtained from the validation studies indicated the following as physical fitness areas as underlying and predictive factors that determine a law enforcement officer's capability to perform essential physical tasks: aerobic power measured by a 1.5 mile run, anaerobic power measured by a 300 meter run, upper body absolute strength measured by a 1repetition maximum bench press, upper body muscular endurance measured by push-up test, abdominal

muscular endurance measured by a one minute sit-up test, explosive leg power measured by a vertical jump, and agility measured by the Illinois agility run. (Collingwood et al, 2004).

Method

I chose to use a survey of the Department of Environmental Protection's (DEP), Division of Law Enforcement (DLE) members to collect my original data. This group consists of approximately 160 members, both men and women, and encompasses three bureaus; the Bureau of Park Police, the Bureau of Environmental Investigations and the Bureau of Emergency Response the later of which is comprised of non-sworn personnel.

I created a simple, anonymous, fourteen-question/statement survey through SurveyMonkey.com. Thirteen of the statements and questions were multiple choices with one answer per statement or question. One of the questions was a fill in text box. (See appendix A for survey statements/questions).

My idea behind the survey was to get a general feeling on how members feel about the institution of fitness standards and testing for the DLE and how to best go about instituting one. I wanted to have a general idea of the age bracket and hire dates in the division. I felt hire dates were important because DEP, DLE had yearly fitness testing prior to 1995 and I wanted to see how answers correlated to date of hire. I wanted a general picture of the current fitness level and a vague idea of the eating habits of the division's members. I needed a view of whether the members felt fitness was an important part of their jobs and job descriptions. I also asked if members came from other departments that required fitness testing. I tried to keep most statements/questions impersonal in an attempt to solicit more responses and refrain from offending or alarming members. I generally used statements in order to generate close-ended responses definable for research purposes.

The major strength of the survey is that it was done internally with the blessing of the division Director. I feel this aided in the number of responses I received. The use of SurveyMonkey.com aided greatly in the design, collection, graphing aspects and ease of use by the members and I. Saving the data in a transferable and printable format is also quick and easy.

The weakness of the survey is that if fitness in particular is a touchy subject you can only speculate that honest answers are given. If they wanted, members could also take the survey more than once and affect the outcome to some degree. During the survey period I received several e-mails from respondents stating that they received an error message upon submitting the survey and that they tried to submit the survey several times. I noticed latter while looking through the collected data that there are some duplicates which correspond to those respondents that e-mailed me with the error message; therefore, some of the percentages are slightly off.

Results

By using SurveyMonkey.com I was able to gather 98 responses out of an approximate 160. SurveyMonkey.com recorded the number of individual responses to each statement/question, or response count, in a bar graph format and gave percentages, or response percent, to each response, highlighting the highest percentage score for each response. SurveyMonkey.com also logged the number of persons who responded to each individual statement/question and the number that skipped each individual statement/question. (See appendix B for survey results and graphs).

Overview

The overall response to being in favor of a yearly physical fitness test was, surprisingly, very positive. The vast majority of respondents were equally split between the age brackets of 30 to 39, 40 to 49, and 50 to 59 with a one percent increase per age bracket respectively and age 50 to 59 as the slight majority. The resultant responses covered an ideal segment of DEPs members. The survey results show the majority of respondents classified themselves as having an ok to good level of physical fitness.

Respondents were in favor of some type of reward for accomplishing set fitness goals. More respondents reacted positively to monetary rewards versus rewards of leave balance increases. The vast majority of respondents are involved in at least some type of physical activity occasionally with a near even split involved in routine exercise and more than 60 percent are in favor of a General Order phasing in physical fitness requirements over a five year period.

Considering the age bracket, more than 60 percent of respondents have never worked for a department requiring yearly physical fitness goals. Even more surprising is the vast majority feel that physical fitness is related to both their job duties and description. Over 70 percent of respondents feel their job is physically demanding.

The majority of respondents are interested in fitness and nutrition training and the vast majority stay away from fast food while on-duty.

Statement/Question Review

- For statement one: I am in favor of a yearly physical fitness test; 66 percent of respondents are in favor, 22.4 percent are not in favor, 11.7 percent had no opinion and 4 respondents skipped the response.
- Question two: I am in the following age bracket; 83.5 percent of respondents are between the ages of 30 to 59 with only one percent difference between the ten year age brackets given. 9.3 percent are 20 to 29 and 7.2 percent responded as 60 or over. Only one respondent of the 98 skipped this question.

- Statement three: My current fitness level could be described as; 71.4 of respondents described themselves as in ok or better condition and 28.6 responded that they could do more or worse. All respondents replied to this statement.
- Statement four: I would be in favor of a monetary bonus for those who achieve a specified fitness level, based on age, during a yearly fitness test; 73.5 percent of respondents responded positively to this statement with 15.3 percent responding negatively and 11.2 percent responded as unsure. All 98 respondents responded to this statement.
- Statement five: I would be in favor of leave bonuses for those who achieve a specified fitness level, based on age, during a yearly fitness test; 63.9 percent responded positively, 26.9 percent responded negatively and 9.3 percent were unsure. Only one respondent did not respond to this statement.
- Question six: How would you describe your exercise habits? 90.8 percent of respondents responded that they are involved, at least occasionally or more frequently, in some form of exercise or workout program with only 9.2 percent not involved in any exercise at all. All 98 respondents to the survey responded to this question.
- Statement seven: I was hired by DEP in: this fill in the blank is meant to aid me in my discussion later. I was curious to see how many current employees were working with DEP during the time period where fitness testing was mandatory and how many of those fitting this criterion would like the testing to return.
- Statement eight: I am in favor of a General Order that phases in physical fitness compliance, based on age, over a five year period; 65.3 percent of respondents responded positively to this statement, with 13.3 responding negatively and 21.4 percent being unsure. All 98 respondents responded to this statement.
- Statement nine: In the past I have worked for a department that required me to meet yearly fitness goals; 62.2 percent of respondents responded no to this statement with the remaining responding yes. All respondents responded to this statement.
- Statement ten: I feel physical fitness is related to my job description; 87.6 percent responded positively to this statement while 6.2 percent disagreed with this statement and equally 6.2 percent were unsure. Only one respondent skipped this question.

- Statement 11: I feel physical fitness is related to my job duties; 92.7 percent of respondents agreed with this statement while only 5.2 percent disagreed and 2.1 responded as unsure. Two respondents of the 98 skipped this statement.
- Statement 12: I feel my job is physically demanding; 72.2 percent of respondents agreed with this statement while 12.4 percent disagreed and 15.5 percent had no opinion on this. One of the 98 respondents skipped this statement.
- Statement 13: I would like training on fitness and/or nutrition; 66.3 percent responded yes and the remainder responded no with all 98 respondents replying to the statement.
- And finally statement 14: While on-duty, I eat fast food _____ times per week; answer zero to three had 82.7 percent of the responses, four to six had 17.4 percent while seven to ten and more than ten had no responses with all 98 respondents replying to this statement.

Discussion

To begin with I must say I am excited at the survey results; they are much more positive in favor of physical fitness testing than I had expected. I am also excited at the number of responses I received from the Division of Law Enforcement (DLE). The use of SurveyMonkey.com aided greatly in the ease of creation of and access to the survey. The graphs and data were as good as could be expected.

Of interest to me is the age bracket of the respondents. 26.8 percent are between the ages of 30 to 39, 27.8 percent are between the ages of 40 to 49 and 28.9 percent are between the ages of 50 to 59. This represents 83.5 percent of respondents and a large age difference in the division with nearly equal amounts of each. Age did play a noticeable factor on how members responded with an almost even split in favor and not in favor of a yearly fitness test in the 50 to 59 age bracket with those in favor having a slight lead. At age 40 to 49 the margins in favor of a fitness test were at around four to one. And at 30 to 39 the margin is over seven to one in favor of a yearly fitness test.

The majority of the respondents consider themselves to be in good shape. Of course this is subjective and the survey results are only truly beneficial if the answers are completely honest. I added a response to statement three as a gauge to the honesty of the survey and was glad to see that some respondents were brutally honest about their level of fitness.

Obvious to me is that if the division decides to implement a yearly fitness test, members want to be recognized in some fashion for maintaining a specified level of fitness. The preference was monetary, over leave balance accrual, but

only by about ten percent difference. The reality is that a reward will probably not be monetary in nature and other avenues will need to be explored. I had made statements to the effect that specified levels of fitness would be based on age. It was brought to my attention by one of the respondents that the specified levels of fitness should be based on age and gender. In keeping with the Cooper standards this is a true statement and specific levels should be based as such.

I was pleased to note that the vast majority of those who responded to the survey do at least exercise or workout occasionally with almost an even split of those who exercise or workout on a regular basis. One very important factor to consider in this area is, does the workout have value to the performance aspects of the job as stated in a previous section of this document? If not, then education will play a part in getting members to understand what types of activities will most benefit them in the long run.

Curious to see how members who were hired prior to 1995 would respond to the first question of the survey, I asked for date of hire. I asked this because up to 1994 the Cooper standards were in place for the Division of Law Enforcement. Copper fitness assessments were in place, every two years, and fitness was enforced. What resulted was an approximate two to one ratio in favor of fitness testing. These numbers will be slightly off because the Bureau of Emergency Response, the non-sworn members, were not a part of the DLE prior to 1994 but will have entered their dates of hire as well.

The majority of respondents are in favor of a General Order that phases in physical fitness compliance over a five-year period. With our division working toward accreditation and Governor Charlie Christ's health initiative the timing is right to begin moving toward a healthier workforce. Surprisingly, more than 62 percent of respondents never worked for a department that required them to meet yearly fitness goals. In retrospect the number-nine survey statement could have been too close-ended to get a good overall picture.

The vast majority of respondents felt that both their job description (85 out of 97) and job duties (89 out of 96) are related to physical fitness and feel that their job is physically demanding (70 out of 97). In my research and from my personal experience it seems the number one reason for departments to avoid fitness standards or fail in enforcing them is because they can't properly relate fitness to job duties and or descriptions. This is amazing to me. Are the voices of the many being heard? Are the unions and a select few more vocal? Or are there political reasons for a given departments failure to implement fitness standards? I know the Americans with Disabilities Act had something to do with it. That is why the DLE dropped its fitness testing and standards, but was it a knee jerk reaction? My research has also shown that the pendulum is swinging back to fitness for law enforcement personnel nation wide.

Greater than 66 percent of respondents stated that they would be interested in training on fitness and nutrition and nearly 83 percent eat fast food less than four times per week.

It looks as if the Department of Environmental Protection, Division of Law Enforcement members has a healthy background and interest in fitness. I think it is time for the division to do its part in investing in its number one resource, its

members. I feel my research has shown that the timing is right to implement fitness standards for the DEP, DLE. That reinstating a viable, legally sound fitness program can be accomplished and is being accomplished by police departments in Florida and around the nation.

The Collier County Sheriff's Office (CCSO) is just one example of many Florida based law enforcement groups that has a viable and enforceable fitness policy in place for its members. Their fitness test is based on the Physical Agilities Testing guidelines as developed by the Florida Department of Law Enforcement, Criminal Justice Standards and Training Commission. The CCSO members are required to participate in a physical screening every 24 months. The screening includes testing the blood, cardiovascular, skeletal strength, flexibility and percentage of body fat. Guidance and assistance is provided for those individuals who do not pass the testing along with a grace period to work on improving the individual's fitness level before retesting. Guidelines are also set forth for individuals who are not able to pass the required testing. These individuals are given as many as four opportunities to improve their fitness before their fitness for duty as a law enforcement professional is put to review by the Sheriff. (Collier County Sheriff's Office, 2006).

I firmly believe that physical fitness is an important aspect of the law enforcement profession. I also firmly believe in fairness and giving individuals ample time to improve physical conditioning before their career is put at risk. I think this is why the CCSO's policy is effective.

Recommendations

My recommendation is that the department should make an investment in its foundation and number one resource, its members and their wellness. I would like to see the department reinstate the Cooper standards of fitness testing on a 24-month basis, for all Division of Law Enforcement members and as part of the hiring process. In my opinion the Cooper standards, which encompass endurance, strength, flexibility, age, and gender is a fair and better gauge of fitness than the current physical agilities test used exclusively during the hiring process.

I suggest mandatory standards be phased in over a five year period giving ample time for our members to reach their necessary fitness standard. Members who achieve and maintain their specified fitness standard should be rewarded; preferably through a monetary incentive as is given for degrees of higher education. This incentive would be applied only when the member has achieved their specified fitness standard after the 24-month assessment. Physical fitness should be added to the member's yearly performance evaluation.

Further research should be conducted to determine what standard or percentage of the Cooper standard is appropriate for the division and what steps are to be taken to ensure compliance from members once the five-year introduction is completed.

Lieutenant Biagio Angiuli has been with the Department of Environmental Protection in the Bureau of Park Police since 1995. He has worked in Orange County and currently works in Duval County. Biagio is an active firearms instructor and member of the State Emergency Response Team. Biagio has a bachelor's degree in Aviation Management and Flight Technology from the Florida Institute of Technology.

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DEP, Division of Law Enforcement, fitness survey

[Exit this survey >>](#)

1. Default Section

1. I am in favor of a yearly physical fitness test.

Strongly Agree Agree No Opinion Disagree Strongly Disagree

2. I am in the following age bracket:

20 to 29 30 to 39 40 to 49 50 to 59 60 or over

3. My current fitness level could be described as:

In great shape In good shape OK I could do more I need serious help

4. I would be in favor of a monetary bonus for those who achieve a specified fitness level, based on age, during a yearly fitness test.

Strongly Agree Agree Not Sure Disagree Strongly Disagree

5. I would be in favor of leave bonuses for those who achieve a specified fitness level, based on age, during a yearly fitness test.

Strongly Agree Agree Not Sure Disagree Strongly Disagree

6. How would you describe your exercise habits?

I do some sort of exercise/workout routinely.

I exercise/workout occasionally.

I don't exercise/workout at all.

7. I was hired by DEP in:

Year

8. I am in favor of a General Order that phases in physical fitness compliance, based on age, over a five year period.

Strongly Agree Agree Not Sure Disagree Strongly Disagree

9. In the past, I have worked for a department that required me to meet yearly fitness goals.

Yes

No

10. I feel physical fitness is related to my job description.

Strongly Agree Agree Not Sure Disagree Strongly Disagree

11. I feel physical fitness is related to my job duties.

Strongly Agree Agree Not Sure Disagree Strongly Disagree

12. I feel my job is physically demanding.

Strongly Agree Agree No Opinion Disagree Strongly Disagree

13. I would like training on fitness and/or nutrition.

Yes


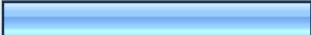



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




14. While on-duty, I eat fast food _____ times per week.

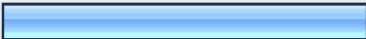
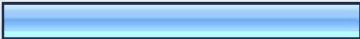

0 to 3 4 to 6 7 to 10 more than 10

APPENDIX B

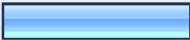




DEP, Division of Law Enforcement, fitness survey

1. I am in favor of a yearly physical fitness test.			
		Response Percent	Response Count
Strongly Agree		27.7%	26
Agree		38.3%	36
No Opinion		11.7%	11
Disagree		16.0%	15
Strongly Disagree		6.4%	6
		<i>answered question</i>	94
		<i>skipped question</i>	4

2. I am in the following age bracket:			
		Response Percent	Response Count
20 to 29		9.3%	9
30 to 39		26.8%	26
40 to 49		27.8%	27
50 to 59		28.9%	28
60 or over		7.2%	7
		<i>answered question</i>	97
		<i>skipped question</i>	1

6. How would you describe your exercise habits?			
		Response Percent	Response Count
I do some sort of exercise/workout routinely.		45.9%	45
I exercise/workout occasionally.		44.9%	44
I don't exercise/workout at all.		9.2%	9
	answered question		98
	skipped question		0

7. I was hired by DEP in:				
		Response Average	Response Total	Response Count
Year		1,934.46	185708	96
	answered question			96
	skipped question			2

8. I am in favor of a General Order that phases in physical fitness compliance, based on age, over a five year period.			
		Response Percent	Response Count
Strongly Agree		23.5%	23
Agree		41.8%	41
Not Sure		21.4%	21
Disagree		10.2%	10
Strongly Disagree		3.1%	3
	answered question		98
	skipped question		0

12. I feel my job is physically demanding.			
		Response Percent	Response Count
Strongly Agree	<div><div></div></div>	12.4%	12
Agree	<div><div></div></div>	59.8%	58
No Opinion	<div><div></div></div>	15.5%	15
Disagree	<div><div></div></div>	12.4%	12
Strongly Disagree		0.0%	0
	answered question		97
	skipped question		1

13. I would like training on fitness and/or nutrition.			
		Response Percent	Response Count
Yes	<div><div></div></div>	66.3%	65
No	<div><div></div></div>	33.7%	33
	answered question		98
	skipped question		0

14. While on-duty, I eat fast food _____ times per week.			
		Response Percent	Response Count
0 to 3	<div><div></div></div>	82.7%	81
4 to 6	<div><div></div></div>	17.4%	17
7 to 10		0.0%	0
more than 10		0.0%	0
	answered question		98
	skipped question		0

APPENDIX C

Members of the Division of Law Enforcement,

I am currently enrolled in the Florida Department of Law Enforcement's, Senior Leadership Program. As a part of this program I am required to complete a research project. My project is exploring the need for physical fitness standards in DEP's Division of Law Enforcement. As a part of my study, I have created a survey in an effort to gather some original statistical data to add to my final project.

I am asking you all to, please, click on the link below and answer the 14 questions honestly. The survey is short, easy, anonymous and needed for gathering statistical data for my project. Your help is greatly appreciated.

All you have to do is click on your appropriate answer. Only one answer per question is allowed. One question requires a date to be typed in the box provided. Click "Done" at the end and you are finished.

If you have any questions please don't hesitate to contact me.

Thank you all in advance for you help.

http://www.surveymonkey.com/s.aspx?sm=G6w_2f4ldtH8CTEzauq3BT0A_3d_3d

Lt. Biagio Angiuli

Department of Environmental Protection
Florida Park Police
Northeast District
9048073272